



System Alignment Taskforce

Update – September 17, 2014

Background

The Career Council established the System Alignment Taskforce at its June 2014 meeting, and tasked it to complete the following duties on behalf of the Career Council:

- Conduct analysis and develop recommendations streamlining the governance structure of Indiana's education, job skills training, and career development system;
- Oversee the inter-agency policy development process that will integrate services to workers and businesses provided by DWD, CHE, FSSA, and Ivy Tech; and
- Monitor the enhancements to the INK system.

Taskforce Members

Members appointed to this taskforce consisted of Career Council members and ad hoc members that have experience and knowledge in the duties that were assigned to the taskforce. The list of taskforce members is below:

Council Members	
Pickett, Neil (Chair)	IU Health
Braun, Rep. Steve	Indiana General Assembly
Gaylor, JR	Associated Builders and Contractors
Loughrey, Joe	Cummins (retired)
Lubbers, Teresa	Commission for Higher Education
Ad Hoc Members	
Burton, Brian	Indiana Manufacturers Association
Huntington, Brooke	EmployIndy
Redelman, Derek	Chamber of Commerce
Rogers, Carol	Indiana Business Research Center
Shane, David	LDI, Inc.
Shields, Eric	IEDC

Summary of Work To-Date

The taskforce met three times throughout the summer, and has two additional meetings scheduled before the end of September. The primary focus the meetings to-date has been analyzing the current structure of the state's system from agency, governance, and regional structure perspectives.

Throughout its meeting, the taskforce has determined the following:

- The State, through DWD, has already integrated a number of its “workforce development” programs/services to workers and businesses. Programs that are currently integrated through DWD and the local WIBs are WIA, Wagner-Peyser, Trade Adjustment Act, Veterans Employment and Training, and Adult Education, with limited integration with the UI system.
- Even with this integration, clients must navigate a fairly bureaucratic maze in order to access services to increase their skills and access supportive services throughout a period of unemployment:
 - Workers often have to register in 4-5 electronic systems, and visit 3-4 different offices to receive services;
 - Most electronic systems are not connected, so staff at DWD/WorkOnes do not know services that are being provided by FSSA, and vice versa; and
 - Businesses often have 5-6 different system employees (WorkOne, IEDC, Ivy Tech, etc.) coming to them offering services
- Governance of System – Current system governance consists of seemingly duplicative roles for the Career Council and the State Workforce Innovation Council at the state level, and between local WIBs and regional works councils at the local/regional level.
- Geographic Boundaries (regional makeup) – System partners (DWD, IEDC, FSSA, etc.) utilize different maps to establish service delivery areas.
 - This often means that workers, and more importantly, businesses often work with multiple partners that serve different regions, reducing the likelihood of streamlined, coordinated services.
- The recently passed Workforce Innovation and Opportunity Act (WIOA) will have impacts on the alignment of the system:
 - State is required to establish both “local” and “regional” workforce areas
 - Local areas are to be governed by one WIB, whereas regional areas are to be based solely on economic regions and a region may include more than one local area (and thus multiple WIBs with integrated policies/service delivery)
 - Automatic designation of a local area/WIB will be based upon performance outcomes and fiscal integrity – otherwise, Governor has sole discretion to draw/define local areas
 - Governor has sole discretion to draw/define regional areas based upon economic/demographic data

Following this initial analysis, the taskforce began examining what the ideal structure of the State's system would look like, and discussed what type of data would be helpful in determining how regions could be defined. At the next few meetings of the taskforce, members will discuss possible models for reorganizing executive agencies at the State level, integrating governance structures, and defining regional service areas, if any changes are necessary. The taskforce will be prepared to submit its findings and initial recommendations at the October meeting of the Career Council.